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Whose

PERFORMANCE AWARDS

- REPLACE SSP'S, MUST BE BASED ON RATING
- OPTIONAL, BUT IF O MUST BE 2% (MAX 10% OR 20% FOR UNUSUALLY OUTSTANDING, DETERMINED BY COMMAND HQ
 - WITHIN SAME "POOL" AND GRADE, EFS AWARDS MUST BE LESS THAN O, AND FS AWARDS MUST BE LESS THAN EFS DOLLARS OR PERCENT
 - MAY BE IN ADDITION TO QSI AND/OR 451 AWARD

0/5

EPRODUCED AT GOVERNMENT EXPENS

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PARS: PAY AND PERFORMANCE AWARDS

RATINGS	WITHIN-GRADE INCREASE	QUALITY STEP PERFORMANCE AWARI	
		1	1
0	FULL	ELIGIBLE	2-20%
EFS	FULL	, , , , NO	0-10%

FS FULL NO 0-10%
S FULL NO 0-10%
I ZERO NO ZERO
ZERO NO ZERO

The payment of QSI's and/or PAs is optional, Awards of more than 10 percent and up to 20 percent may be approved by the command headquarters for unusually outstanding performance

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RATING PROCESS CONTINUED

- FIRST-LEVEL SUPERVISOR PROPOSES RATING, AWARD, QSI
- PROPOSED RATING NOT COMMUNICATED TO EMPLOYEE UNTIL APPROVAL
- SECOND-LEVEL CONCURS/MODIFIES
- ACTIVITY HEAD DESIGNEE MODIFIES/APPROVES
- CHANGES TO RATINGS NOT REFLECTED ON FORM
- EMPLOYEE NOTIFIED, PAID WITHIN 90 DAYS OF CYCLE END

CALENDAR OF PA CYCLE EVENTS

- STANDARDS SET WITHIN 30 DAYS OF CYCLE OR JOB
- CONTINUOUS FEEDBACK
- MID-CYCLE PROGRESS REVIEW
- SET AWARDS BUDGET LAST DAY OF CYCLE
- RATING/REWARD WITHIN 90 DAYS OF CYCLE END